BLACK MOUNTAIN POOL
SEASONAL PAY RATE ADJUSTMENT REQUEST

**Date:** 4/1/2026
**Prepared By:** Collin Bugniazet Recreation Coordinator

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## Purpose

This document outlines the proposed seasonal wage adjustments for Black Mountain Pool staff. These increases are requested to address cost-of-living changes and to ensure competitive pay rates within the local labor market.

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## Summary of Proposed Wage Adjustments

| Position | Previous Rate | Proposed Rate | Increase |
|---|---|---|---|
| Pool Manager | $18.50 | $22.00 | +$3.50 |
| Assistant Manager | $16.00 | $17.50 | +$1.50 |
| Head Lifeguard | $15.00 | $16.50 | +$1.50 |
| Lifeguard | $14.00 | $15.00 | +$1.00 |
| Concessions Staff | $8.25 | $8.75 | +$0.50 |

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## Financial Impact

- **Previous Seasonal Payroll Total:** $91,520
- **Proposed Seasonal Payroll Total:** Approximately $100,332
- **Total Increase:** $8,812

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## Justification

The proposed wage increases are based on the following factors:

- **Cost of Living Adjustments:** Rising living expenses necessitate wage updates to maintain staff retention and support employees.

- **Market Competitiveness:** Local pools and comparable employers have increased wages, creating competitive pressure for hiring and retaining qualified staff.
- **Retention & Recruitment:** Competitive pay reduces turnover and ensures the pool is staffed with experienced, certified personnel, which directly impacts safety and service quality.

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**Request for Approval**

Approval is requested to implement the proposed wage adjustments for the upcoming pool season.

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**Additional Notes:**

Last year lifeguards made $14.00 per hour, this year the pool manager is asking for $15.00 per hour. In McDowell County a lifeguard makes $16.00 per hour. With McDowell being right next to us there are several lifeguards that get certified through Black Mountain and then work for McDowell because they make more there.

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**Approved By:** _____
**Title:** _____
**Date:** _____

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